

CITY OF PASADENA
City Council Minutes
March 8, 2008 – 10:00 A.M.
City Hall Council Chamber

SPECIAL WORKSHOP MEETING

OPENING: Mayor Bogaard called the special workshop meeting to order at 10:08 a.m. (Absent: Councilmembers Holden, Madison, Vice Mayor Haderlein)

ROLL CALL:
Councilmembers: Mayor Bill Bogaard
Vice Mayor Steve Haderlein (Absent)
Councilmember Victor Gordo
Councilmember Chris Holden (Arrived at 10:11 a.m.)
Councilmember Steve Madison (Absent)
Councilmember Margaret McAustin
Councilmember Jacque Robinson
Councilmember Sidney F. Tyler

Staff: City Attorney Michele Beal Bagneris
Senior Assistant City Clerk Mark Jomsky

PUBLIC COMMENT ON ISSUES RELATED TO SELECTION OF THE CITY MANAGER

The Mayor acknowledged Karyn Ezell, Director of Human Resources Department, and Bob Murray, Bob Murray & Associates, who were present at the meeting and will be assisting Council in the City Manager recruitment process. He noted that comments regarding the City Manager selection can be submitted through the City's web site (City Manager Recruitment Survey link).

Councilmember Tyler indicated that he wanted the public to respond to the two questions that are on the web site:

1. In your opinion, what challenges and opportunities will Pasadena face in the next 10 to 15 years?
2. What qualities do you recommend the City Council look for in a City Manager to help lead Pasadena through these challenges and opportunities?

Councilmember Holden arrived at 10:11 a.m. Councilmember Robinson thanked the community for providing comments to the Council and participating in the selection process, and noted that Council is working to make this process as transparent as possible.

Councilmember Gordo indicated he would be holding a meeting about the selection of the City Manager for his District 5 constituents.

Bob Murray, Bob Murray & Associates, described his expertise in recruiting executives and noted his founding notion that all of the search work that is being conducted for the City is driven by the client's needs and expectations.

The following persons spoke regarding the City Manager selection:

Paul Little, Pasadena Chamber of Commerce President and Chief Executive Officer
Jon Catalani, Pasadena Chamber of Commerce External Affairs Manager
Aaron Proctor, Pasadena resident
Edward Dallas, Jr., long-time City employee
Bob Kneisel, Pasadena resident
Nina Chomsky, Pasadena resident
Christy Zamani, Day One Executive Director
Gina Tleel, South Lake Business Association Executive Director
Julianna Delgado, Pasadena resident
Joe Brown, National Association for the Advancement of Colored People (NAACP) Pasadena Branch President
La Ronda Hartfield, homeless
Jill Fosselman, Union Station Foundation representative
Arnold Siegel, Pasadena resident
Michelle White, Affordable Housing Services representative
Fred Zepeda, Pasadena resident
Maria Isenberg, Pasadena resident
Lee Zanteson, Pasadena resident
Marilyn Buchanan, Old Pasadena Management District representative
Christle Balvin, Pasadena resident
June Takenouchi, Pasadena resident
Emina Darakjy, Pasadena resident
Gene Masuda, Eaton Blanche Park Neighborhood Association President speaking as an individual
Roberta Martinez, Pasadena resident
Mic Hansen, Pasadena resident
Jill Shook, Pasadena resident
Marvin Schachter, Pasadena Senior Advocacy Council representative
Vahe Atchabahian, Pasadena Armenian Police Advisory Council (PAPAC) representative

The following qualities/skills/expertise needed in the next City Manager were identified:

- experience in land use planning, urban planning, historic preservation, open space planning, and economic development

- ability to reach out to all racial, ethnic, socioeconomic, linguistic, and age groups
- a management style that is open, creative, and flexible (not a top down management style)
- experience in environmental issues and ability to advocate for a green agenda
- ability to attract innovative department heads who will work with the public
- ability to restore broad, comprehensive, community-based planning
- awareness of youth issues and drugs in schools
- innovative thinker and problem solver
- ability to collaborate and develop strong ties with citizens, nonprofits, the business community, School District, and community service organizations
- a clear sense of vision and direction, with a vision for the City
- ability to balance the City's business and residential growth needs
- experience and longevity
- a strong community service focus, with an emphasis on growth management
- ability to lead by inspiration, not intimidation
- an understanding of the value of long-range planning, mobility, and diversity
- a proven record of facilitating dialogue in a diverse city
- a knowledge of finances and budgeting
- ability to work effectively with the Council, but remain independent
- ability to listen to community input (strong people and communication skills)
- a positive outlook
- knowledge of the City's unions
- compassionate, with concern for the needs of the community and its youth
- ability to lead and make tough decisions
- experience with public/private partnerships
- ability to hire, support, and retain qualified staff for a strong team
- an understanding of the various housing needs and solutions
- accessible, straightforward, good character, courageous, honest, intelligent and having common sense, happily married, possessing integrity
- a belief that community values matter as much as property values, and that the seven core values of the General Plan really matter
- knowledge of the City, the "Pasadena Way"

The following challenges and opportunities facing the City were identified:

- need to examine the current process in which staff seems to push developers' projects through the system rather than staff telling developers what projects the City wants (planning that is project-based rather than community-based)
- need to recommit to the City's various planning documents and realign development to the City's planning documents and principles
- need to examine staff's approach to development so that projects come through with no variances or overriding considerations
- need a commitment to fix or improve traffic
- need to address the amount of development
- need a comprehensive General Plan update process that will include all of the City's planning documents
- need to bring back a separate Planning Department, so there are checks and balances with the Development Department
- need to expand services and documents in other languages in order to increase participation by all residents
- need to sponsor ongoing communication in an interactive manner
- need to continue the success of the Cultural Nexus process
- need to work with the recommendations from the former City Manager's Hiring and Promotions Task Force
- need to improve walkability in the City
- need to examine density as it is linked to open space
- need to address the connection between housing and crime
- need to spread affordable housing throughout the City
- need to study and implement innovative national models for affordable housing
- need to address or remove the perceived operational silos in City Hall
- need to collaborate with the School District
- need to face the challenges that have been identified
- need to support senior activities and the Senior Center

The following concerns regarding the selection process were expressed:

- need to hold additional public meetings to ensure involvement of all constituent communities and to allow more opportunities for community participation in this important process

- need to incorporate the community in various phases of the process
- need to involve the public, interest groups, and the business community in the process
- need to conduct an open process
- need to include the community as part of the interview panel or to conduct community-based panels
- need to complete the entire nationwide selection process
- need for the consultant to go out into the community for input
- need to consider monetary issues in hiring the City Manager (e.g., moving costs and housing expenses)

Councilmember Robinson was excused at 11:02 a.m.

Some of the speakers expressed support for the interim City Manager (Bernard Melekian), indicated that he has the qualities needed in a City Manager, and/or suggested that he be hired as the new City Manager.

The Mayor reiterated that comments from the public can be submitted through the City's web site, with these electronic comments to be reviewed and considered by the Council.

The City Attorney clarified that persons may approach each member of the Council on an individual basis once the meeting is adjourned.

Councilmember Holden was excused at 11:42 a.m.

Karyn Ezell, Director of Human Resources Department, indicated that notes taken during this meeting will be made available on the web site.

ADJOURNMENT

By consensus, the special workshop meeting adjourned at 11:42 a.m., due to lack of a quorum.



Bill Bogaard, Mayor
City of Pasadena

ATTEST:



Jane L. Rodriguez
City Clerk